



Frequently Asked Questions about the Gender Equity in Pay Task Force

August 27, 2013

What is the Gender Equity in Pay Task Force?

Mayor McGinn has convened a Gender Equity in Pay Task Force to help the City review its own record as a major employer, and to develop short- and longer-term recommendations for improvements. The City must ensure we have our own house in order when it comes to gender pay equity.

Why is a Task Force needed?

Seattle values equity, fairness, and inclusivity and has worked to create an environment that supports all community members to reach their full economic potential. The City of Seattle has led the country on gender justice issues, from the establishment of apprenticeship programs to get women into the trades in the early seventies to the recently established Paid Sick and Safe Time Ordinance. Although we have made progress on gender justice over the past few decades, a recent report from the National Partnership for Women and Families¹ (NWPf) ranked Seattle as having the widest gender wage gap among the nation's 50 largest metropolitan areas. There is much work still to do.

It is critical that the City continue to lead the way on all matters related to race, gender and social justice. We must affirm our commitment to gender equity and become a model for other employers. The City will demonstrate our commitment by implementing effective strategies to address the gender pay gap.

What will the Task Force do?

The charge to the Gender Equity in Pay Task Force is to:

- Provide an in-depth analysis of the City's data to gain a better understanding of specific opportunities and challenges, including a focus on positions with discretionary pay and those departments with the largest differentials between the number of male and female employees and greatest pay differentials.
- Analyze the data by gender and race so that strategies address those areas where women of color are furthest behind.

¹ <http://www.nationalpartnership.org/site/News2?id=38947>

- Develop recruitment and retention strategies to increase the number of female employees.
- Develop strategies to increase City contracting and purchasing with women businesses.
- Develop policy proposals that remove implicit bias and/or institutionalized sexism, other forms of gender-based exclusionary practices and institutionalized racism that inadvertently create gender-based inequities, both in employment and contracting.
- Develop programmatic proposals that provide tools and resources for individual women that help to close the gender equity in pay gaps.

What sort of analysis has the City already done?

In response to the NWPF report, Mayor McGinn directed the City Personnel Department to review the City's salary structure to determine if the salaries of City employees contribute to gender-based pay differences. In addition, the Finance and Administrative Services Department routinely tracks Women Business Enterprise (WBE) spending on public works contracts, purchasing and consultant contracts.

Key points from this analysis include:

- Nearly 2/3 of the city workforce is male (63.6%)
- Men are more likely to be in higher paid classifications.
- There is a difference in pay for City employees, with women paid 9.5% less on average, than men.
- There are smaller pay differentials in "discretionary pay" titles – 3.5% overall.
- Major differences exist between departments, with some high concentrations of males and greater pay differentials in a small number of departments.
- Across employment and contracting, an even greater disparity exists for women of color.

For more information about the analysis already conducted, please see <http://www.seattle.gov/civilrights/gender.htm>.

The City's data collection and employment and contracting systems are complex. An understanding of the complexity of our own data, especially within the context of Initiative-200 and collective bargaining agreements, is essential to assessing our strengths and challenges, and developing appropriate strategies for making improvements.

Who is co-chairing the Task Force?

The Gender Equity in Pay Task Force will be co-chaired by Patricia Hayden, YWCA Director of Specialized and Integrated Services and Seattle Office for Civil Rights Director Julie Nelson.

Who are the Task Force members?

The Task Force is comprised of the following experts in the field of social and gender justice:

Co-chair Julie Nelson, [Seattle Office for Civil Rights](#) Director

Co-chair Patricia Hayden, [YWCA](#) Director of Specialized and Integrated Services

Sutapa Basu, [University of Washington Women's Center](#) Executive Director and Affiliate Professor, Women's Studies

Lulu Carpenter, [Lesbian, Gay, Bisexual and Transgendered Commissioner](#)

Louise Chernin, [Greater Seattle Business Association](#), President and CEO

Janet Chung, [Legal Voice](#) Legal and Legislative Counsel

Jean Godden, [Seattle City Councilmember](#)

Mitchell Hunter, transgender activist

Paul T. Killpatrick, Ph.D., [Seattle Central Community College](#), President

Lynn Lindsay, Senior Vice President, Investments, [Morgan Stanley](#)

Bridgette Maryman, [Seattle Women's Commissioner](#)

Guadalupe Perez, [Professional and Technical Employees Local 17](#), Coalition of Unions

Barbara Reskin, [University of Washington, Emeritus Professor of Sociology](#)

Bernardo Ruiz, Director of [School Family Partnerships and Equity at the Seattle School District](#)

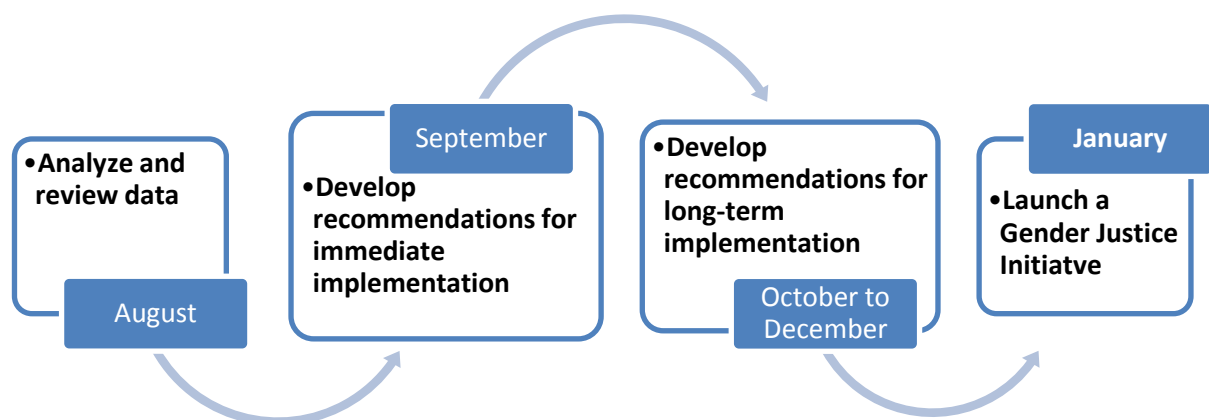
Kia Sanger, Project Manager, [Washington State Labor Education and Research Center](#)

Julia Sterkovsky, [Seattle Human Services Coalition](#) Director

Liz Vivian, [Women's Funding Alliance](#) Executive Director

Marilyn Watkins, [Economic Opportunity Institute](#) Policy Director

What is the schedule for the Task Force's work?



What will happen with Task Force recommendations?

Recommendations from the Task Force will include both short- and longer-term strategies.

The Task Force will develop short term recommendations by September to be reflected in the Mayor's proposed budget, and will make recommendations for long-term solutions by the end of the year. By January, next steps for a Gender Justice Initiative will be developed, using the model of the City's successful Race and Social Justice Initiative.

How will City staff support the success of the Task Force?

The Task Force will also draw on the expertise of City staff, including:

- Sahar Fathi, Office for Immigrant and Refugee Affairs
- Gloria Hatcher-Mays, Mayor's Office
- Candace Inagi, Mayor's Office
- Steve Johnson, Office for Economic Development
- Nancy Locke, Purchasing and Contracting Services
- Holly Miller, Office for Education
- David Stewart, Personnel Department
- Chrissy Russillo, Public Health – Seattle & King County
- Jessica Wang, City Budget Office

Additional expertise of City human resource and purchasing and contracting professionals within departments will be made available as needed.

What about other gender related issues?

Gender inequity in pay is but one of many gender-based areas of concern. Our vision of gender equity must also include strategies to address inequities in other areas, such as in jobs, education, safety, and health.

How will the City build on the work of the Task Force in 2014?

In 2014, the City will launch a Gender Justice Initiative. Based on the findings of the Task Force, topics will be identified for inclusion in the initiative that may encompass family-friendly work places, support for broad gender justice goals, sharing best practices across institutions, and outreach and engagement for inclusivity in our approach to resolving gender justice issues.

What is the vision of a Gender Justice Initiative?

A city where all residents across gender lines thrive economically and are safe and healthy.

Achieving our vision demands development and implementation of goals and strategies, and a long-term focus and commitment.